

Dealing With Organizational Problems AVP IG 2008

Problems identified by participants:

1. Racial, tribal, gender discrimination
 - Value differences
 - Team building by sharing stories
 - Anti-bias work
 - Find the generalizations and prove them wrong
 - Identify the problem and ask for a community based on respect
 - Do Masks exercise and debrief
 - Discuss how unequal power weakens the group
 - Practice assertiveness
2. Power Structure within the group based on experience
 - Have a whole team meeting to discuss the philosophy of AVP and ways to model that for larger community
 - Have your group agree to the importance of having all facilitators develop strong skills
 - Form a plan for the continued growth and development of all facilitators
3. Behavior inappropriate for the place
 - Speak to the person one to one
 - In the wrap up session the behavior could be named generally
 - The local group may need to address the behavior of the individual
 - The local group may need to say that the facilitator cannot do any more workshops until they have addressed the problem.
 - If at all possible, never shut out the possibility of returning to facilitate but it may be necessary to insist that certain behaviors change.
4. Facilitator who has poor skills or is not dependable
 - Talk one to one with the person
 - Be honest but respectful
 - Be clear about the problem
 - Be patient and persistent
 - Give them a mentor